

**New Jersey Public Employment Relations Commission**  
**NON-POLICE AND FIRE**  
**COLLECTIVE NEGOTIATIONS AGREEMENT SUMMARY FORM**

Line #

**SECTION I: Parties and Term of Contracts**

1 Public Employer: Delaware Valley Reg HS County: Hunterdon

2 Employee Organization: Delaware Valley Reg Education Assn Number of Employees in Unit: 117

3 Base Year Contract Term: 7/1/2015-6/30/2018 New Contract Term: 7/1/2018-6/30/2021

**SECTION II: Type of Contract Settlement (please check only one)**

- 4 ☒ Contract settled without neutral assistance
- 5 ☐ Contract settled with assistance of mediator
- 6 ☐ Contract settled with assistance of fact-finder
- 7 ☐ Contract settled with assistance of super-conciliator
- 8 If contract was settled in fact-finding, did the fact-finder issue a report with recommendations?
- Yes ☐ No ☐

**SECTION III: Salary Base**

The salary base is the cost of salaries in the final year of the expired or expiring agreement. This is the base cost from which the parties negotiate the salary increases.

9 Salary Costs in Base Year \$ 6,803,683

10 Longevity Costs in Base Year \$ 0

11 Total Salary Base \$ 6,803,683

**SECTION IV: Salary Increases for Each Year of New Agreement\***

	Year 1	Year 2	Year 3	Year 4	Year 5
12 Effective Date (month/day/year)	<u>7/1/2018</u>	<u>7/1/2019</u>	<u>7/1/2020</u>	<u></u>	<u></u>
13 Cost of Salary Increments (\$)	<u>164,773</u>	<u>158,281</u>	<u>143,863</u>	<u></u>	<u></u>
14 Salary Increase Above Increments (\$)	<u>22,328</u>	<u>33,966</u>	<u>53,670</u>	<u></u>	<u></u>
15 Longevity Increase (\$)	<u>0</u>	<u>0</u>	<u>0</u>	<u></u>	<u></u>
16 Total \$ Increase (sum of lines 13-15)	<u>187,101</u>	<u>192,247</u>	<u>197,533</u>	<u></u>	<u></u>
17 New Salary Base (\$)	<u>6,990,784</u>	<u>7,183,031</u>	<u>7,380,564</u>	<u></u>	<u></u>
18 Percentage increase over prior year	<u>2.75</u> %	<u>2.75</u> %	<u>2.75</u> %	<u></u> %	<u></u> %

*\*If contract duration is longer than five years, please add an additional page.*

**SECTION V: Increases in Other Contractual Economic Items or Newly Added Economic Items\***

19	Item Description	Base Year Cost (\$)	Year 1 Increase (\$)	Year 2 Increase (\$)	Year 3 Increase (\$)	Year 4 Increase (\$)	Year 5 Increase (\$)
	Tuition Reimbursement	30,000	10,000				
	Home Instruction Rate	\$47/hr	\$50/hr				
	Extra Pay Rate	\$32/hr	\$40/hr				
	Schedule B Stipends	313,584	17,282	-548	3,323		
20	Totals(\$):						

*\*If contract duration is longer than five years, please add an additional page.*

**SECTION VI: Medical Costs**

		Base Year	Year 1
21	Health Plan Cost	\$1,621,802	\$1,801,754
22	Prescription Plan Cost	\$466,732	\$528,030
23	Dental Plan Cost	\$91,766	\$93,444
24	Vision Plan Cost	\$26,676	\$27,476
25	Total Cost of Insurance	\$2,206,975	\$2,450,704
26	Employee Insurance Contributions	\$382,022	\$442,006
27	Employee Contributions as % of Total Insurance Cost	17.31 %	18.03 %

Employer: Delaware Valley Reg High School

Employee Organization: Delaware Valley Reg Education Assn

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**Section VI: Medical Costs (continued)**

**28** Identify any insurance changes that were included in this CNA.

Increase in the annual maximum for dental coverage from \$1,000 per year to \$1,500 per year.

**SECTION VII: Certification and Signature**

**29** The undersigned certifies that the foregoing figures are true:

Print Name: Teresa Barna

Position/Title: Business Administrator

Signature: Teresa Barna

Date: January 3, 2019

Send this completed and signed form along with an electronic copy of the contract and the signed certification form to: [contracts@perc.state.nj.us](mailto:contracts@perc.state.nj.us)

NJ Public Employment Relations Commission  
Conciliation and Arbitration  
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